DOCUMENT RESUME

ED 068 008 HE 003 445

AUTHOR	Foxley, Cecelia H.
TITLE	Recruiting Women and Minority Faculty: An Information Handbook.
INSTITUTION	Iowa Univ., Iowa City.
PUB DATE	[72]
NOTE	46p.
EDRS PRICE	MF-$0.65 HC-$3.29
DESCRIPTORS	*Civil Rights; *College Faculty; *Equal Opportunities (Jobs); *Feminism; *Higher Education; Minority Group Teachers; Women Professors; Working Women

ABSTRACT

This handbook provides information on recruiting women and minority group candidates for faculty positions. The first 3 sections give a brief overview of the laws and regulations regarding equal employment opportunity, outline some affirmative action guidelines for recruiting staff, and respond to questions related to affirmative action and equal employment opportunity. The last 2 sections provide information on recruiting women faculty (percentages of women doctorates in the various fields, locations of women graduate students in the last stages of completing graduate degrees, and names and addresses of women's caucuses, committees and professional associations), and recruiting minority faculty (minority enrollments in graduate schools, predominantly black colleges and universities, and national minority group organizations). (Author/CS)

ED 068008

RECRUITING WOMEN AND MINORITY FACULTY:

An Information Handbook

Prepared by

CECELIA H. FOXLEY

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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OFFICE OF THE PROVOST
The University of Iowa
Iowa City

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Office of the Provost

The University of Iowa

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INTRODUCTION

Colleges and universities are searching for information that will lead them to the identification of qualified women and minority group faculty members. While national and professional organizations are in the process of compiling registries, these will not be completed for another one to two years. This handbook is a compilation of "threads" of information that should prove helpful to institutions of higher education in their search for women and minority group candidates.

The first three sections of the handbook give a brief overview of the laws and regulations regarding equal employment opportunity, outline some affirmative action guidelines for recruiting staff, and respond to some frequently-asked questions related to affirmative action and equal employment opportunity.

The last two sections provide information on percentages of women doctorates in the various fields, locations of women graduate students in the last stages of completing graduate degrees, names and addresses of women's caucuses, committees and professional associations, minority enrollments in graduate schools, predominantly Black colleges and universities, and national minority group organizations.

LAWS AND REGULATIONS CONCERNING
EQUAL EMPLOYMENT OPPORTUNITY

Two laws--the Equal Pay Act of 1963 and Title VII of the Civil Rights Act of 1964--and two Executive Orders--No.'s 11246 and 11375--specifically deal with discrimination against women and minority group members in employment.

The Equal Pay Act of 1963 amended the Fair Labor Standards Act to require that men and women employed by the same establishment and doing equal work receive equal pay. Bona fide executive, administrative and professional employees are exempted; thus faculty members are not currently covered under this law. However, bills S. 3612, H.R. 16098 and H.R. 18849 are pending Congress to apply the equal pay requirement to those categories previously exempted.

Title VII of the Civil Rights Act of 1964 prohibits discrimination in employment because of race, color, sex, religion or national origin. Until recently, educational institutions were exempt, but on March 8, 1972, Congress passed Bill H.R. 1746 which extends the job discrimination ban to educational institutions.

Executive Order 11375 amended Executive Order 11246 (issued in 1965), which prohibits discrimination based on race, religion, color or national origin, to include sex. No. 11375, issued October 13, 1967, and put into effect one year later contains the following key section:

> The contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, or national origin. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to

post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this nondiscrimination clause.

Chapter 60 of Title 41 of the Code of Federal Regulations as amended by Part 60-2 outlines requirements for Affirmative Action Programs which must be followed by institutions holding contracts with the Federal Government. Order No. 4 of January 30, 1970, was revised December 4, 1971, to include sex.

Over eight percent of the nation's institutions of higher education have contracts with the government and are subject to these laws and regulations. Responsibility for enforcement of the two executive orders rests with the Office of Federal Contract Compliance in the Labor Department. Labor has designated the Department of Health, Education, and Welfare as the compliance agency for all universities and colleges holding Federal contracts. HEW has established a Contract Compliance Division in its Office for Civil Rights to handle this responsibility. Institutions are required to develop "affirmative action programs" to ensure that applicants and employees are treated "without regard to their race, color, religion, sex or national origin." Noncompliance with this requirement could lead to suspension or cancellation of contracts.

On March 8, 1972, Congress completed action on a bill (HR 1746) authorizing the Equal Employment Opportunities Commission to take legal action against an employer who has discriminated against employees on the basis of race, color, sex, religion or national origin.

On March 22, 1972, the Senate completed congressional approval of a constitutional amendment giving women equal rights. The amendment was approved by the House in 1971. Thirty-eight states must ratify the amendment within a period of seven years in order for it to become part of the Constitution. The amendment would become effective two years following ratification.

AFFIRMATIVE ACTION GUIDELINES FOR RECRUITING

In order to insure that recruitment processes follow channels that are likely to locate qualified women and minority group candidates, steps in addition to traditional recruitment procedures will need to be taken. Following are some guidelines:

1. Records of efforts to locate and recruit qualified women and minority group members should be kept by office and departmental administrative personnel for periodic review and progress assessment.
2. Notices of available positions should be published in local, regional, and national publications.
   (a) Notices may not specify any preference, limitation or specification based on sex unless sex is a bona fide occupational qualification for the available position.
   (b) A statement that the institution is an "Equal Opportunity Employer" should be included in each notice.
3. Application and appointment forms should not require different information for men and women.
4. Information requested during interviews shall be the same for both male and female candidates.
5. Salaries should be determined on the basis of merit only. Such factors as marital status, number of dependents, spouse's income, or other sources of income shall not be considered in setting salaries.

6. Anti-nepotism regulations and attitudes must be changed so that relatives (husband, wife, child, etc.) are not precluded from working in the same college or department.

Many qualified women and minority group candidates will be overlooked because of not knowing of available positions unless educators are willing to help change the old idea that "the best positions and candidates are found through word-of-mouth procedures and personal contacts." While the trend is occurring slowly, more and more institutions are listing available positions in publications like The Chronicle of Higher Education and appropriate professional journals and newsletters; and the phrase "Equal Opportunity Employer" is gaining respect.

Information requested during interviews and on application and appointment forms must be the same for male and female candidates in order to ensure that marital status, number of dependents or children, and age are not factors used to discriminate against either sex. All standards of employment and bases for selection must be applied equally to members of both sexes. In addition, women should not be penalized for requiring time away from work for childbearing.

SOME QUESTIONS AND ANSWERS

QUESTION: What is the Equal Employment Opportunity Commission (EEOC)?

ANSWER: Title VII of the Civil Rights Act of 1964 established the Equal Employment Opportunity Commission composed of five members appointed by the President and approved by the Senate. The Commission is concerned with discrimination by four major groups: public and private employment agencies, employers, labor organizations, and joint labor-management apprenticeship programs. The Commission receives and investigates charges of employment discrimination and as of March 8, 1972, (Bill H.R. 1746) was authorized by Congress to sue an employer in Federal district court if it finds the employer has discriminated against employees on the basis of race, color, sex, religion or national origin. E.E.O.C. has thirteen regional offices located throughout the United States.

QUESTION: What is a "bona fide occupational qualification" (BFOQ)?

ANSWER: According to Title VII and the EEOC, all jobs must be open to both sexes unless the employer can prove that sex "is a bona fide occupational qualification reasonably necessary to the normal operation of that particular business or enterprise." BFOQ has been defined by the EEOC and the courts with the burden of proof falling on the employer.

Jobs may be restricted to members of one sex--

For reasons of authenticity (actress, actor, model).

Because of community standards of morality or propriety (restroom attendant, lingerie sales clerk).

In jobs in the entertainment industry for which sex appeal is an essential qualification.

Jobs may <u>not</u> be restricted to members of one sex for any of the following reasons:

Assumptions related to the applicant's sex; e.g., some or most of the members of one sex are unable or unwilling to do the job.

Preferences of co-workers, employers, clients or customers.

The job was traditionally restricted to members of the opposite sex.

The job involves heavy physical labor, manual dexterity, late-night hours, overtime, work in isolated locations, or unpleasant surroundings.

The job involves travel, or travel with members of the opposite sex.

Physical facilities are not available for both sexes. Only in cases where the expense of providing additional facilities is prohibitive, can this be used as an excuse.

The job requires personal characteristics not exclusive to either sex such as tact, charm, or aggressiveness.

The responsibility for most jobs being made available to both sexes lies with both the employer and the employment agency -- the employer with regard to hiring; the employment agency with regard to receiving, classifying or referring applications for employment.

To the extent that some university and college offices have occasion to post notices concerning employment for staff and students, they may be considered as "employment agencies" in the above context and hence are obligated to see that such notices meet the standards set forth above.

RECRUITING WOMEN FACULTY

This section contains information on women doctorates, women graduate students, and women's caucuses, committees and professional associations.

When trying to locate qualified women candidates for faculty positions, a common complaint is "there just aren't any women in the field." The first table in this section, Proportion of Doctorates Earned by Women, by Area and Field, 1960-1969, illustrates there are women with appropriate educational training and background in most fields. The problem of locating these women is a real one, however. Some of these women are teaching at institutions appearing in the second table in this section: Institutions with Female Enrollment for Advanced Degrees, by Areas or Field of Study. Others are included on rosters currently being compiled by various national women's organizations and academic associations. (See the third table in this section, Women's Caucuses, Committees and Professional Associations.)

The graduate student enrollment information included in this section was compiled from Students Enrolled for Advanced Degrees, Fall, 1970, published by the National Center for Educational Statistics. Only those institutions having considerable numbers (relative to the total number of women in a given field) of full-time women students beyond the first year of study were included.

Employers making "good faith" efforts to recruit qualified women candidates will want to contact several institutions and organizations listed in the tables in this section in addition to using the more traditional channels of organizations within given disciplines, selected departments, colleges and universities, and selected individual persons well-known in a particular field.

PROPORTION OF DOCTORATES EARNED BY

WOMEN, BY AREA AND FIELD, 1960-1969

Data source: U. S. Department of Health, Education and Welfare. Publication No.'s OE-54013-69-A and OE-54013-69-B. Earned Degrees Conferred: Bachelor's and Higher Degrees. A publication of the Bureau of Educational Research and Development in the National Center for Educational Statistics. Washington, D.C.: U.S. Government Printing Office. All public and private colleges and universities in the United States known to confer doctoral degrees are included in the survey.*

	Total Number of doctorates earned 1960-1969	Total Number of doctorates earned by women 1960-1969	Percentage of doctorates earned by women 1960-1969
Agriculture, Total	4462	79	1.77
Agriculture, General	115	1	.87
Agronomy, Field Crops	966	5	.52
Animal Science	872	21	2.41
Dairy Science	262	4	1.53
Farm Management	13	0	.00
Fish, Game or Wildlife Management (1961-1969)[1]	209	2	.96
Food Science	385	16	4.16
Horticulture	539	11	2.40
Ornamental Horticulture	14	0	.00
Poultry Science	211	7	3.32
Soil Science	568	2	.35
Agriculture, All other fields	308	10	3.25
Architecture	50	4	8.00
Biological Sciences, Total	17,708	2448	13.82
Premedical, Predental and Preveterinary Sciences	25	2	8.00
Biology, General	1949	395	20.27
Botany, General	1653	186	11.25
Zoology, General	2262	318	14.06
Anatomy and Histology	633	116	18.33
Bacteriology, etc.[2]	2096	355	16.94
Biochemistry	2695	471	17.48
Biophysics	429	32	7.46
Cytology	30	9	30.00
Ecology (1961-1969 only)	37	2	5.41
Embryology	45	11	24.44
Entomology	1097	46	4.19
Genetics	672	61	9.08
Molecular Biology (1968-1969 only)[3]	32	6	18.75
Nutrition (1961-1969 only)	156	45	28.85
Pathology	271	15	5.54
Pharmacology	783	87	11.11
Physiology	1145	168	14.67
Plant Pathology	692	19	2.75

	Total Number of doctorates earned 1960-1969	Total Number of doctorates earned by women 1960-1969	Percentage of doctorates earned by women 1960-1969
Plant Physiology	203	12	5.91
Biological Sciences, All other fields	803	92	11.46
Business and Commerce, Total	3046	86	2.82
Business and Commerce, General	1372	33	2.41
Accounting	268	18	6.72
Finance, Banking (1967-1969 only)[4]	53	1	1.89
Marketing (1967-1969 only)[5]	66	1	1.52
Real Estate, Insurance (1967-1969 only)[6]	2	0	.00
Transportation (1967-1969 only)	7	0	.00
Business and Commerce, All other fields	1278	33	2.58
City Planning (1966-1969 only)[7]	44	2	4.55
Computer Science and Systems Analysis, Total (1964-1969 only)[8]	158	4	2.53
Computer Science	99	3	3.03
Systems Analysis	22	1	4.55
Computer Science and Systems Analysis, all other fields	37	0	.00
Education, Total	26,369	5,230	19.83
Physical Education	1143	313	27.38
Health Education	88	26	29.55
Recreation	30	4	13.33
Education of the Mentally Retarded	118	36	30.51
Education of the Deaf (1964-1969 only)[9]	6	4	66.67
Speech and Hearing Impaired	339	67	19.76
Education of the Visually Handicapped (1964-1969 only)[10]	3	1	33.33
Education of the Emotionally Disturbed (1965-1969 only)[11]	24	6	25.00
Administration of Special Education (1968-1969 only)[12]	14	4	28.57
Education of Other Exceptional Children[13]	391	126	32.23
Agricultural Education	228	2	.88
Art Education	194	52	26.80
Business or Commercial Education	300	89	29.67
Distributive Education, Retail Selling	28	6	21.43
Home Economics Education	124	123	99.19
Industrial Arts Education, Nonvocational	224	1	.45
Music Education	548	75	13.69
Trade or Industrial Education, Vocational	181	8	4.42
Specialized Teaching Fields, All other	756	261	34.52
Nursery or Kindergarten Education	14	12	85.71
Early Childhood Education	22	20	90.91
Elementary Education	1199	459	38.28
Secondary Education	966	154	15.94
Combined Elementary and Secondary Education	21	4	19.05

	Total Number of doctorates earned 1960-1969	Total Number of doctorates earned by women 1960-1969	Percentage of doctorates earned by women 1960-1969
Adult Education	303	46	15.18
General Teaching Fields, All Other	445	97	21.80
Education Administration, Supervision, Finance[14]	7242	931	12.86
Counseling and Guidance	2357	488	20.70
Rehabilitation and Counselor Training (1964-1969 only)	80	14	17.50
History of Education, etc. (1964-1969 only)[15]	488	99	20.29
Education, General	6286	1183	18.82
Educational Psychology (1964-1969 only)	875	224	25.60
Physical Education, Nonteaching (1964-1969 only)	36	9	25.00
Education, All other fields[16]	1296	286	22.07
Engineering, Total[17]	18,572	82	.44
English and Journalism, Total	6471	1541	23.81
English and Literature	6322	1523	24.09
Journalism	149	18	12.08
Fine Arts and Applied Arts, Total	4035	678	16.80
Art General	99	18	18.18
Music, Sacred Music	1473	199	13.51
Speech and Dramatic Arts	1978	314	15.87
Fine and Applied Arts, All other fields	485	147	30.31
Folklore (1965-1969 only)	29	8	27.59
Foreign Languages and Literature, Total	4158	1186	28.52
Linguistics	551	133	24.14
Latin, Classical Greek	506	128	25.30
French	768	311	40.49
Italian	47	17	36.17
Portuguese	14	3	21.43
Spanish	668	217	32.49
Philology and Literature of Romance Languages	380	93	24.47
German	678	171	25.22
Other German Languages	27	5	18.52
Philology and Literature of Germanic Languages	52	9	17.31
Arabic	5	1	20.00
Chinese	14	2	14.29
Hebrew	23	1	4.35
Hindi, Urdu (1961-1969 only)	2	0	0.00
Japanese	12	2	16.67
Russian	116	28	24.14
Other Slavic Languages	68	20	29.41
Foreign Language and Literature, All other fields	227	45	19.82

	Total Number of doctorates earned 1960-1969	Total Number of doctorates earned by women 1960-1969	Percentage of doctorates earned by women 1960-1969
Forestry	558	1	.18
Geography	663	37	5.58
Health Professions, Total	1831	168	9.18
Hospital Administration	20	1	.50
Medical Technology	2	0	.00
Nursing, Public Health Nursing	18	17	94.44
Optometry	16	1	6.25
Pharmacy	563	24	4.26
Physical Therapy, Physiotherapy	1	0	.00
Public Health	418	62	14.83
Radiologic Technology	3	0	.00
Clinical Dental Services	24	4	16.77
Clinical Medical Services	302	31	10.26
Clinical Veternary Services	250	4	1.60
Health Professions, All other fields	214	24	11.21
Home Economics, Total	514	392	76.26
Home Economics, General	104	101	97.12
Child Development, Family Relations	174	87	50.00
Clothing and Textiles	53	52	98.11
Foods and Nutrition	134	108	80.60
Institution Management or Administration	6	6	100.00
Home Economics, All other fields	43	38	88.37
Law	268	12	4.48
Library Science	140	38	27.14
Mathematical Sciences, Total	6166	401	6.50
Mathematics	5538	348	6.46
Statistics	781	53	6.79
Philosophy, Total	1701	188	11.05
Philosophy	1520	155	10.20
Scholastic Philosophy	181	33	18.23
Physical Sciences, Total	25,736	1179	4.58
Physical Sciences, General	93	3	3.23
Astronomy	421	29	6.69
Chemistry	12,963	884	6.82
Metallurgy	213	0	.00
Meterology	245	2	.82
Pharmaceutical Chemistry (1961-1969 only)	289	13	.50
Physics	8,415	168	2.00
Geology	2,143	53	2.47
Geophysics	203	3	1.48
Oceanography	222	4	1.80
Earth Sciences, All other fields[18]	170	2	1.18
Physical Science, All other fields	359	18	5.01

	Total Number of doctorates earned 1960-1969	Total Number of doctorates earned by women 1960-1969	Percentage of doctorates earned by women 1960-1969
Psychology, Total	9135	1845	20.20
General Psychology	7071	1365	19.30
Clinical Psychology (1961-1969 only)	651	163	25.04
Counseling and Guidance	138	33	23.91
Social Psychology (1961-1969 only)	309	68	22.01
Rehabilitation Counselor Training (1964-1969 only)	36	8	22.22
Educational Psychology (1964-1969 only)	137	37	27.01
Psychology, All other fields (1964-1969 only)	793	171	21.56
Religion, Total	2825	141	4.99
Religious Education, Bible	368	49	13.32
Theology	1417	49	3.46
Religion, Liberal Arts Curriculum	860	39	4.54
Religion, All other fields	180	4	2.22
Social Sciences, Total	18,662	2072	11.10
Social Sciences, General	261	27	10.34
American Studies, Civilization, Culture	257	41	15.95
Anthropology	942	202	21.44
Area or Regional Studies	384	46	11.98
Economics	3898	219	5.62
History	4943	579	11.71
International Relations	425	33	7.76
Political Science or Government	2876	253	8.80
Sociology	2361	403	17.07
Agricultural Economics	1165	12	1.03
Foreign Service Programs	11	1	9.09
Industrial Relations	96	4	4.17
Public Administration	283	23	8.13
Social Work, Social Administration	480	174	36.25
Social Science, All other fields	280	55	19.64
Trade or Industrial Training	84	0	.00
Broad General Curriculums and Miscellaneous Total	726	107	14.74
Arts, General Programs	39	9	23.08
Sciences, General Programs	84	9	10.71
Arts and Sciences, General Programs	40	5	12.50
Teaching of English as a Foreign Language	27	10	37.04
All Other Fields of Study[19]	536	74	13.81
Total All Fields (areas) reported:	154,111	17,929	11.63

1. When information was available from 1961-1969 (this field was not given as a separate category in 1960-1961) proportions were computed based on information available. If the field was not listed as a separate category for more years than 1960-1961, the information was included in the residual category. Exceptions are noted.

2. Includes Bacteriology, Verology, Mycology, Parasitology and Microbiology.

3. The status of this field prior to 1968, when it was considered separately, is not clear.

4, 5 & 6. As in 3, the same observation applies.

7 & 8. These entire areas are new.

9, 10, 11 & 12. Subsumed under other categories in earlier years.

13. Includes: Special Learning Disability, Education of the Crippled, Education of the Multiple Handicapped.

14. Includes Curriculum Instruction as well. These fields were separated for all but year 1963-1964, so it was necessary to combine them.

15. Includes History, Philosophy and Theory of Education.

16. Includes the recently listed field of Education Specialist.

17. A breakdown on Engineering was omitted from Earned Degrees Conferred: Bachelor's and Higher Degrees for the four academic years 1960 through 1964. Other sources investigated provided breakdown by field but not by sex.

18. Includes recent field, "Earth Sciences, General."

19. Includes recent field "Interarea Fields of Study."

*Extracted by University of Minnesota Women's Council

ADDENDUM

PROFESSIONAL DEGREES CONFERRED IN INSTITUTIONS OF HIGHER EDUCATION, 1968-1969

	TOTAL	MEN	WOMEN
CHIROPODY OR PODIATRY	204	202	2
DENTISTRY	3,437	3,400	37
MEDICINE	8,082	7,463	619
OPTOMETRY	463	455	8
OSTEOPATHY	427	419	8
VETERINARY MEDICINE	1,146	1,079	67
LAW	17,308	16,585	723
THEOLOGY	4,338	4,227	111
OTHER	276	239	37

INSTITUTIONS WITH FEMALE ENROLLMENT FOR ADVANCED

DEGREES, BY AREAS OR FIELD OF STUDY*

Agronomy, Field Crops
IL Un. of Ill. Urbana Campus
NY SUNY C. of Agr. at Crnl. U.

Animal Science
AR U. of Ark. Main Campus
TX Texas A & M University

Dairy Science
IL U. of Ill. Urbana Campus
MD U. of Maryland - all campus

Fish, Game or Wildlife Management
CO Colorado State University

Food Science
GA U. of Georgia
LA La. State U. Baton Rouge
MD U. of Maryland all campus
NY SUNY C. of Agr. at Crnl. U.
WI U. of Wisconsin - Madison

Horticulture
FL U. of Florida
HI U. of Hawaii Main Campus
SC Clemson U. Main Campus
WI U. of Wisconsin - Madison

Ornamental Horticulture
GA U. of Georgia
TX Texas A & M University
VA Va. Poly. Inst. & State U.

Poultry Science
CO Colorado State U.
MD U. of Maryland - all campus
VA Va. Poly. Inst. & State U.

Soil Science
IA Iowa State U. Sci. & Techn.
MN U. of Minn. all campus
VT U. of Vt. & State Agr. College

Agriculture, all other fields
AL Tuskegee Institute
MS Miss. State U.
RI U. of Rhode Island
TX Texas A & M University

* Source: U.S. Department of Health, Education and Welfare, Publication No. (OE) 72-31, Students Enrolled for Advanced Degrees, Fall, 1970.

Architecture
CT Yale University
MA Harvard U.
MA Mass. Insti. of Tech.
PA U. of Pennsylvania

Biology, General
CA Stanford University
CA U. of Calif. - San Diego
CO U. of Colorado
CT Yale University
FL Florida State University
IL Northwestern University
IL University of Chicago
MD John Hopkins U.
MA Boston University
MA Harvard U.
MA Mass. Insti. of Tech.
NY CUNY Graduate Center
NY New York University
NY Suny State U. of Albany
PA U. of Pittsburg
TX U. of Houston

Botany, General
CA U. of Calif. at Berkeley
MI U. of Mich. Main Campus
OH Ohio State Univ. Main Camp.
WI U. of Wisc. at Madison

Zoology, General
CA U. of Calif. at Berkeley
IN Indiana U. at Bloomington
MD U. of Maryland
MI U. of Mich. Main Campus
MN U. of Minn.
MO U. of Missouri at Columbia
NJ Rutgers U. at New Brunswick
OH Ohio State U. Main Campus
WI U. of Wisc. at Madison

Anatomy & Histology
CA U. of Calif. at Los Angeles
IL U. of Ill. Med. Center - Chicago
MA Harvard U.

Bacteriology, etc.
CA U. of Calif. - Los Angeles
GA U. of Georgia
IL U. of Chicago
MN U. of Minn.
PA U. of Pennsylvania
TX U. of Texas at Austin
WI U. of Wisc. at Madison

Biochemistry
CA U. of Calif. at Davis
IL U. of Ill. Med. Ctr. - Chicago
IL U. of Ill. Urbana Campus
MA Boston U.
MA Harvard U.
MN U. of Minn
NY Columbia U. - Main Division
OK U. of Oklahoma Main Campus
TX U. of Texas at Austin
WI U. of Wisc. at Madison

Biophysics
CA U. of Calif. at Berkeley
NY U. of Rochester
PA U. of Pittsburg Main Campus

Cytology
CA U. of Calif. at Irvine

Ecology
MN U. of Minn.
NC U. of North C. at Chapel Hill
OH U. of Dayton

Entomology
AL Auburn University
CA U. of Calif. at Riverside
GA U. of Georgia
IL U. of Ill. Urbana Campus
OR Oregon State U.

Genetics
CA U. of Calif. at Berkeley
MI U. of Mich. Main Campus
MN U. of Minn.
NY SUNY College of Agr. at Central U.
NC U. of N.C. at Chapel Hill
TX U. of Texas at Austin
WI U. of Wisc. at Madison

Molecular Biology
CA U. of Calif. at Berkeley
CA U. of Calif. at Irvine
CO U. of Colorado
PA U. of Pennsylvania
WI U. of Wisc. at Madison

Nutrition
CA U. of Calif. at Berkeley
MA Mass. Inst. of Techno.
NY Columbia U. Teachers College
TN U. of Tenn. at Knoxville
WI U. of Wisc. at Madison

Pathology
IL U. of Ill. Med. Ctr. - Chicago
MO U. of Missouri at Columbia
NC Duke University
PA U. of Pennsylvania

Pharmacology
CA U. of Calif. San Francisco Med. Ctr.
CT Yale University
IL U. of Ill. Med. Ctr. - Chicago

Physiology
AL U. of Alabama - Birmingham
CA U. of Calif. - Berkeley
DC Howard University
IL U. of Ill. Urbana Campus
NC Duke University
NC U. of N.C. at Chapel Hill

Plant Pathology
FL Univ. of Florida
GA Univ. of Georgia
IA Iowa State U. Sci. & Techn.
MN U. of Minn.
OR Oregon State University
TX U. of Houston

Plant Physiology
CA U. of Calif. - Davis
TX U. of Texas - Austin

Biological Sciences, all other Fields
AL U. of Alabama - Birmingham
CT U. of Conn. - Main Campus
IN Purdue U. - Main Campus
NY Columbia U.
NY SUNY St. U. Stony Brook
NY U. of Rochester
RI Brown University
WI U. of Wisc. - Madison

Business & Commerce, General
CA Golden Gate College
IL U. of Chicago
MI U. of Mich. - Main Campus
MN U. of Minn.
NV U. of Nevada - Los Vegas
NY Columbia University

Accounting
IL Depaul University
TX U. of Texas at Austin
WI U. of Wisc. - Madison

Finance, Banking
FL Florida State University
OH Case Western Reserve U.
PA U. of Pennsylvania

Marketing
AL U. of Alabama - Tuscaloosa
FL Florida State University
MO St. Louis U. - Main Campus
PA U. of Penn.
TX North Texas St. U.

Business & Commerce
AZ Thunderbird Graduate School
IL DePaul University
MA Harvard University
NY New York University
TX U. of Texas at Austin

City Planning
DC Howard University
FL Florida State University
MA Harvard University
MA Mass. Inst. of Technology
NY Columbia U. Main Division
NY Cornell U. Main Campus
NY Pratt Institute
PA U. of Penn.
PA U. of Pittsburg, Main Campus

Computer Science
HI U. of Hawaii Main Campus
MO Washington U.
NY SUNY State U. - Albany
TX U. of Texas - Austin
WI U. of Wisconsin - Madison

Systems Analysis
GA Georgia State U.

Comp. Sci. & Systems Anal., Other Fields
IL U. of Chicago
MI U. of Mich. - Main Campus

Physical Education
CA U. of Southern Calif.
FL Florida State U.
IN Indiana U. - Bloomington
IA U. of Iowa
MD U. of Maryland
MA Smith College
NY Columbia U. Teachers College
NC U. of N.C. - Greensboro
OH Ohio State U. - Main Campus
OK Okla. State U. - Main Campus
TX Texas Woman's U.
WI U. of Wisconsin - Madison

Health Education
NY Columbia U.
TX U. of Texas Woman's U.

Recreation
IN Indiana U. - Bloomington
NY Columbia U. Teachers College
NC U. of N.C. - Chapel Hill

Ed. of the Mentally Retarded
CT U. of Conn. St. College
FL Florida State University
MA Boston University
NY Syracuse University
WI U. of Wisc. - Madison

Ed. of the Gifted
FL U. of South Florida

Ed. of the Deaf
DC Gallaudet College
FL Florida State U.
NY Columbia U. Teachers College

Speech & Hearing Impaired
CO Colorado State U.
CO U. of Colorado
CT U. of Conn. - Main Campus
FL Florida State U.
IA U. of Iowa
MD U. of Maryland
MN U. of Minn.
MO Washington University
NJ Seton Hall University
NY Columbia U. Teachers College
OK U. of Okla. - Main Campus
TX U. of Texas - Austin
VA U. of Virginia - Main Campus

Ed. of the Visually Handicapped
MA Boston College

Ed. of the Emotionally Disturbed
MA Boston College

Ed. of the Emotionally Disturbed
NY Columbia U. Teachers College
NY Yeshiva U.
WI U. of Wisc. - Madison

Special Learning Disability
MA Boston University
TX U. of Texas - Austin

Ed. of the Crippled
PA Temple University

Admin. of Special Ed.
OR U. of Oregon Main Campus
PA Temple University

Ed. of other Exceptional Children
AZ Arizona State U.
IL Depaul University
IA University of Iowa
MA Boston College
NY Hofstra University
TN George Peabody College for Teachers
WI U. of Wisc. - Milwaukee

Art Education
AZ Arizona State U.
FL Florida State U.
IL U. of Chicago
NY Columbia U. Teachers College
SC U. of SC - Main Campus

Business or Commercial Ed.
AZ Arizona State U.
GA Georgia State U.
IN Indiana U. - Bloomington
KY U. of Kentucky Main Campus
MA Boston U.
NC N.C. Central U.
NC U. of N.C. - Greensboro
OK Okla. State U. - Main Campus
PA U. of Pittsburg - Main Campus

Distributive Ed, Retail Selling
FL U. of South Florida
MI Mich. State U.

Home Economics Ed.
FL Florida State U.
KY U. of Kentucky - Main Campus
MN U. of Minn.
NM U. of N.M.
OK Okla. State U. Main Campus

Industrial Arts Ed., Nonvocational
IL U. of Ill. Urbana

Music Ed.
CO U. of Colorado
FL Florida State U.
IL U. of Ill. Urbana Campus
KS Wichita State U.
MA Boston U.
MN U. of Minn.
NY Columbia U. Teachers College
NC U. of N.C. - Chapel Hill
TX U. of Texas - Austin

Trade or Industrial Ed., Vocational
IL U. of Ill. Urbana Campus
OK Okla. State U. Main Campus

Specialized Teaching Fields, all other
IL Depaul U.
IN Indiana U. - Bloomington
MD U. of Maryland
MA Boston U.
NY Hofstra U.
NY New York U.
NY Syracuse U.
PA U. of Penn.
PA U. of Pittsburgh Main Campus

Nursery or Kindergarten Ed.
NY Cornell U. Main Campus
NY Syracuse U.

Early Childhood Ed.
FL Florida State U.
IL U. of Ill. Urbana Campus
NY Columbia U. Teachers College
RI Rhode Island College

Elementary Education
AZ Arizona State U.
GA Atlanta U.
HI U. of Hawaii Main Campus
IL U. of Ill. Urbana Campus
KY U. of Kentucky Main Campus
MA Boston U.
MN U. of Minn.
MS Missip. State College for Women
NY Syracuse U.
OH Antioch College Main Campus
OK Okla. State U. - Main Campus
PA U. of Pittsburgh - Main Campus

Secondary Ed.
AZ Arizona State U.
CA Chapman College
HI U. of Hawaii Main Campus
IA U. of Iowa
KY U. of Kentucky Main Campus
MI Mich. State U.
OH Antioch College Main Campus
OK Okla State U. Main Campus
PA U. of Pittsburgh Main Campus

Combined Elementary & Secondary Ed.
MA Suffolk U.
NH U. of New Hampshire
TX U. of Texas - Austin

Adult Ed.
AZ Arizona State U.
FL Florida State U.
MA Boston U.
MI Michigan State U.

General Teaching Fields, all other
FL Florida State U.
MD U. of Maryland
NY Columbia U. Teachers College
NY SUNY C. Human Ecology Crnl.
OK Okla. State U. Main Campus
TX North Texas State U.

Education Specialist
AZ U. of Arizona
DC George Washingt U.
IN Ball State U.
KY Murray State U.
LA Nicholls State U.
MS U. of Mississippi - Main Campus
NM N.M. State U. - Main Campus
NM U. of New Mexico

Ed. Admin., Supervision, Finance
CA Chapman College
DC American U.
IL Depaul University
MD U. of Maryland
MA Boston College
MN U. of Minn.
NY Columbia U. Teachers College
NY New York U.
TX U. of Houston
WI Marquette U.
WI U. of Wisc. - Madison

Counseling & Guidance
AZ Arizona State U.
CA U. of Santa Clara
FL Florida State U.
FL U. of Florida
FL U. of Miami
IL Depaul U.
IA U. of Iowa
MD U. of Maryland
MA Boston College
MA Boston U.
MO U. of Missouri - Columbia
NM U. of New Mexico
NY Columbia U. Teachers College
TX Texas A & M University

Rehabilitation Counselor Training
AL U. of Alabama - Tuscaloosa
FL Florida State U.
MA Boston U.
NY Seton Hall U.

History of Ed.
FL University of Florida
MA Boston University
NY Rutgers U. - New Brunswick
NM U. of New Mexico
NY Columbia U. Teachers College
PA U. of Pennsylvania
WI U. of Wisconsin - Madison

Curriculum & Instruction
FL Florida Atlantic University
MI Wayne State U.
MN U. of Minn.
NY Columbia U. Teachers College
TN U. of Tenn. - Knoxville
TX East Texas State U.
TX U. of Houston
WI U. of Wisc. - Madison
WI U. of Wisc. Milwaukee

Ed., General
AL U. of Alabama - Birmingham
CA U. of Calif. - Berkeley
CA U. of Calif. - Los Angeles
CA U. of Southern Calif.
CO U. of Colorado
IL Northwestern University
IL U. of Chicago
IN Purdue U. - Indianapolis
MA U. of Mass. - Amherst Campus
MI Mich. State U.
MN U. of Minn.
MO St. Louis U. - Main Campus
OH Ohio State U. - Main Campus
WA U. of Washington

Education, all other fields
CA Stanford U.
DC Howard U.
FL Florida State U.
IN Indiana U. - Bloomington
MD U. of Maryland
MA Boston College
MA Boston U.
MI U. of Michigan - Main Campus
NY Columbia U. Teachers College
NY New York U.

Aerospace, aeronaut, astronaut engr.
CO U. of Colorado
NJ Princeton U.

Agricultural Engr.
GA U. of Georgia
WI U. of Wisc. - Madison

Biomedical Engr.
NY Rensselaer Poly. - Main Campus
PA Drexel U.

Ceramic Engr.
MO U. of Missouri - Rolla

Chemical Engr., Petroleum Refining Engr.
MA Northeastern U.
MI U. of Michigan - Main Campus
MO Washington U.
PA Carnegie - Mellon U.

Civil, Construction, Transport Engr.
AZ U. of Arizona
CA Stanford U.
DC Howard U.
FL U. of Florida
IL Northwestern U.
IL U. of Ill. Urbana Campus
MA Mass. Inst. of Techn.
MO Washington U.

Electrical Engr., Electronics
AZ Arizona State U.
CA Stanford U.
CA U. of Calif. - Berkeley
IL Northwestern U.
MD U. of Maryland
MA Mass. Inst. of Techn.
MA Northeastern U.
MN U. of Minn.
PA Carnegie - Mellon U.
TX U. of Texas - Austin

Engr. Sci., Mech. Physics; Sci. Engr.
AL U. of Alabama - Tuscaloosa
CA Calif. Inst. of Techn.
CA U. of Calif. - San Diego
IL Ill. Inst. Techn.
IL Northwestern U.
NY Columbia U.
NY SUNY State U. - Binghamton
VA U. of Virginia - Main Campus

Environmental Health, Sanitary Engr.
NY New York U.
OK U. of Oklahoma - Main Campus
PA Drexel U.

General Engr.
CA U. of Calif. - Berkeley
CA U. of Calif. - Davis
CA U. of Calif. - Los Angeles
OH Case Western Reserve U.

Industrial or Management Engr.
IL Northwestern U.
MD Johns Hospkins U.
MI U. of Mich. - Main Campus
NY SUNY St. U. - Buffalo Main Campus
OK U. of Oklahoma - Main Campus

Mechanical Engr.
IN Purdue U. - Main Campus
MD Johns Hopkins U.

Metallurgical, Etc.
CA Stanford U.
FL U. of Florida
IN Purdue U. - Main Campus
MA Mass. Inst. of Techn.
NY Cornell U. - Main Campus
PA U. of Pennsylvania

Mining, Mineral Engr; Mineral Dressing
CA Stanford U.

Naval Architecture & Marine Engr.
MA Mass. Inst. of Techn.
MI U. of Mich. - Main Campus

Nuclear Engr.
CA U. of Calif. Berkeley
DC Catholic U. of America
MA Mass. Inst. of Techn.
OR Oregon State U.
TN U. of Tenn. - Knoxville

Petroleum Engr.
CA Stanford University

Engr., all other fields
CT Yale University
MA Harvard University
MA Northeastern University
NY New York University
NC U. of N.C. - Chapel Hill
PA U. of Pennsylvania

English & Literature
AL Auburn University
AZ Arizona State U.
AR U. of Arkansas - Main Campus
CA U. of Calif. - Berkeley
CA U. of Calif - Los Angeles
CA U. of Calif. - San Diego
CO U. of Colorado
CT U. of Conn. - Main Campus
CT Yale U.
DC Howard U.
FL Florida State U.
FL U. of Florida
IL U. of Ill. - Urbana Campus
IL U. of Chicago
IN Indiana U. - Bloomington
IN U. of Notre Dame
IA U. of Iowa
LA Tulane U. of Louisiana
MD U. of Maryland
MA Brandeis U.
MA Harvard U.
MA TUFTS U.
MI Mich. State U.
MI U. of Mich. - Main Campus
MN U. of Minn.
NJ Rutgers U. - New Brunswick
NY Columbia U.
NY Cornell U. - Main Campus
NY New York U.
NY SUNY St. U. - Buffalo
NY SUNY St. U. - Stony Brook
NY Syracuse U.
NC U. of N.C. - Chapel Hill
OH Kent State U. - Main Campus
PA U. of Penn.
PA U. of Pittsburgh - Main Campus
RI Brown University
TN Vanderbilt University
TX U. of Texas - Austin
WI U. of Wisco. Madison

Journalism
IA U. of Iowa
MI U. of Mich. - Main Campus
MN U. of Minn.
MO U. of Missouri - Columbia
NY Syracuse U.
OK U. of Okla. - Main Campus
UT Brigham Young U.
WI U. of Wisc. - Madison

Art, General
CA U. of Calif. - Los Angeles
CT Yale U.
FL Florida State U.
HI U. of Hawaii - Main Campus
IL U. of Chicago
IA U. of Iowa
LA Tulane U. of Louisiana
MA Harvard U.
MA U. of Mass. - Amherst Campus
NJ Princeton U.
NY New York U.
NY Pratt Institute
PA U. of Pittsburgh - Main Campus
WI U. of Wisc. - Madison

Music, Sacred Music
FL Florida State U.
IN Indiana U. - Bloomington
IA U. of Iowa
MI U. of Mich. - Main Campus
MN U. of Minn.
NY Manhattan School of Music
NY The Julliard School
NY U. of Rochester
NC U. of N. C. Chapel Hill
TX U. of Texas - Austin

Speech & Dramatic Arts
CT Yale University
FL Florida State U.
IL Northwestern U.
IL U. of Ill. - Urbana Campus
LA La. State U. - Baton Rouge
MI U. of Mich. - Main Campus
MN U. of Minn.
NY Columbia U.
OH Ohio State U. - Main Campus
PA U. of Pittsburgh - Main Campus
TX U. of Texas - Austin
WI U. of Wisc. - Madison

Fine & Applied Arts, all other fields
CA U. of Calif. - Berkeley
CA U. of Calif. - Los Angeles
CT Yale U.
IL School of Art Inst. - Chicago
MI Cranbrook Academy of Art
MN U. of Minn.
NY Columbia U.
NY New York U.
OH Ohio State U. - Main Campus
PA U. of Pennsylvania

Folklore
IN Indiana U. at Bloomington
PA U. of Pennsylvania

Linguistics
CA Stanford U.
CA U. of Calif. - Berkeley
DC Georgetown U.
IL U. of Chicago
MI U. of Mich. - Main Campus
NY Cornell U. - Main Campus
TX U. of Texas - Austin

Latin, Classical Greek
IL U. of Chicago
MA Harvard U.
MI U. of Mich., Main Campus
NY Columbia U.
NC Duke U.
NC U. of N.C. - Chapel Hill
RI Brown U.
TX U. of Texas - Austin

Modern Languages (more than two)
MI Wayne State U.
PA U. of Pennsylvania

French
CA U. of Calif. - Berkeley
CA U. of Calif. - Los Angeles
CO U. of Colorado
CT Yale U.
IL U. of Chicago
IL Northwestern U.
IN Indiana U. - Bloomington
MD U. of Maryland
MN U. of Minn.
NY Columbia U.
NY CUNY Graduate Center
NC Ul of N.C. - Chapel Hill
PA U. of Pittsburgh - Main Campus
WI U. of Wisc. - Madison

Italian
MN U. of Minn.
NJ Rutgers U. - New Brunswick
NY Columbia U.
VA U. of Va. - Main Campus

Portuguese
NY CUNY Graduate Center
TN Vanderbilt U.

Spanish
AZ Arizona State U.
CO U. of Colorado
FL Florida State U.
IL U. of Ill. - Urbana Campus
IN Indiana U. - Bloomington
LA Tulane U. of La.
MN U. of Minn.
NY Columbia U.
NY CUNY Graduate Center
TX U. of Texas - Austin
WI U. of Wisc. - Madison

Philology & Lit. of Romance Languages
CA U. of Calif. - Berkeley
MD Johns Hopkins U.
MA Harvard U.
WA U. of Washington

German
CA Stanford U.
CA U. of Calif. - Berkeley
CO U. of Colorado
IL U. of Chicago
MD Johns Hopkins U.
MA Boston College
MI U. of Mich. - Main Campus
MN U. of Minn.
NY Columbia U.
OH Ohio State U. - Main Campus
PA U. of Penn.
PA U. of Pittsburgh - Main Campus
WA U. of Washington
WI U. of Wisc. - Madison

Other Germanic Languages
IN Indiana U. at Bloomington
MA Harvard U.

Philology & Lit. of Germanic Lang.
NJ Princeton U.
NY Cornell U. - Main Campus

Arabic
IL U. of Chicago

Chinese
IL U. of Chicago
NY Columbia U.
WI U. of Wisc. - Madison

Hebrew
NY Columbia U.

Japanese
CA Stanford U.
IL U. of Chicago

Russian
CO U. of Colorado
IL U. of Ill. - Urbana Campus
IL U. of Chicago
RI Brown U.
TX U. of Texas - Austin

Other Slavic Languages
MA Harvard U.
NY Columbia U.
NY New York U.
OH Ohio State U. - Main Campus
PA U. of Pennsylvania

Foreign Lang. & Lit., all other fields
CA U. of Calif. - Los Angeles
CT Yale U.
MA Harvard U.
NY U. of Rochester
OH Ohio State U. - Main Campus
TX U. of Texas - Austin

Forestry
CA U. of Calif. - Berkeley
CO Colo. State U.
CT Yale U.

Geography
AZ Arizona State U.
CO U. of Colorado
FL U. of Florida
HI U. of Hawaii - Main Campus
IL Northwestern U.
MN U. of Minn.
NY Columbia U.
OR Oregon State U.

Hospital Administration
DC George Washington U.
MA Boston U.

Nursing, Public Health Nursing
CA U. of Calif. San Frixco Med. Ctr.
CT Yale U.
DC Catholic U. of America
MD U. of Maryland
MA Boston College
MA Boston U.
MO St. Louis U. - Main Campus
NY SUNY Health Sci. Ctr. Bflo.
OH Case Western Reserve U.
PA U. of Pennsylvania
PA U. of Pittsburgh - Main Campus

Occupational Therapy
CA U. of Southern Calif.
MA Boston U.
NY Columbia U.

Pharmacy
CA U. of Georgia
IA U. of Iowa
MI U. of Mich. - Main Campus
MN U. of Minn.
NY St. Joh's U.

Physical Therapy, Physiotherapy
CA Stanford U.
MA Boston U.
OH Case Western Reserve U.

Public Health
CA U. of Calif. - Los Angeles
CT Yale U.
HI U. of Hawaii - Main Campus
MD Johns Hopkins U.
MA Harvard U.
MI U. of Mich. - Main Campus
NC U. of N.C. - Chapel Hill

Clinical Dental Sciences
PA U. of Pittsburgh - Main Campus

Clinical Medical Sciences
MN U. of Minn.
NY Cornell U. - Main Campus
PA U. of Pittsburgh - Main Campus

Clinical Vet. Medical Sciences
IL U. of Ill. - Urbana Campus
WA Washington State University

Health Professions, all other fields
CA U. of Calif. - Berkeley
LA Tulane U. of La.
MI U. of Mich. - Main Campus
PA Temple University
TX U. Texas Grad. Sch. Biomed. Sci.

Home Economics, General
AZ Arizona State U.
DC Howard U.
GA U. of Georgia
MN U. of Minn.
OH Ohio State U. - Main Campus

Child Develop., Family Relations
FL Florida State U.
IA U. of Iowa
MI Michigan State U.
NY SUNY Coll. Human Ecol. Crnl.
OK Okla. State U. - Main Campus
TX Texas Woman's U.

Clothing & Textiles
FL Florida State U.
MD U. of Maryland
NC U. of N.C. - Greensboro
OK Okla. State U. - Main Campus
TN U. of Tenn. - Knoxville

Foods and Nutrition
IN Purdue U. - Main Campus
IA Iowa State U. Sc. & Techn.
KS Kansas State U. Agr. & App. Sci.
MD U. of Maryland All Campus
OH Case Western Reserve U.
TN U. of Tenn. Knoxville
TX U. of Texas - Austin

Institution Management or Administration
KS Kansas St. U. Agr. & App. Sci.

Home Economics, All other fields
IN Purdue U. - Main Campus
OK Okla. State U. Main Campus
TN U. of Tenn. Knoxville

Law
DC George Wash. U.
DC Georgetown U.

Library Science
FL Florida State U.
HI U. of Hawaii Main Campus
IL U. of Chicago
LA La. State U. Baton Rouge
MI U. Mich. Main Campus
MN U. of Minn. all campus
NY Columbia U. Main Division
NY Pratt Insti.
NY SUNY College at Genesco
NY Syracuse U.
OH Case Western Reserve
PA Villanova U.

Mathematics
AL Auburn U. all campus
CA U. of Cal. Los Angeles
FL Florida State U.
IL U. of Ill. Urbana Campus
IL Western Ill. U.
IN Purdue U.
MD U. of Maryland all campus
MA Boston U.
MI U. of Mich. Main Campus
MN U. of Minn. all campus
NY Columbia U. Teachers College
NY New York U.
NY SUNY U. Stony Bk. Main Campus
NY Syracuse U.
OH Ohio State U. Main Campus
TX U. of Texas at Austin
TX U. of Houston

Statistics
CA Stanford U.
CA U. of Cal. Berkeley
FL Florida State U.
OH Case Western Reserve
VA Va. Poly Inst. & State U.

Philosophy
CA U. of Cal. Berkeley
DC Georgetown U.
IL U. of Chicago
IN U. of Notre Dame
MA Boston U.
MI Mich. State U.
MN U. of Minn. all campus
MO U. of Missouri Columbia
NY CUNY Grad. Center
PA U. of Penn.

Scholastic Philosophy
MO Saint Louis U. Main Campus

Physical Sciences, General
NY New York U.

Astronomy
FL U. of Florida
MD U. of Maryland all campus
MA Harvard U.
MI U. of Mich. Main Campus

Chemistry
CA U. of Cal. Berkeley
CA U. of Cal. Los Angeles
CT Yale U.
IL Northwestern Ill. U.
IL U. of Ill. Urbana Campus
IL U. of Chicago
MD U. of Maryland all campus
MA Mass. Inst. of Techn.
MN U. of Minn. all campus
NY Columbia U. Main Campus
OH Ohio State U. Main Campus
PA U. of Penn.
TX U. of Texas at Austin

Meteorology
CA U. of Cal. Los Angeles
MD U. of Maryland all campus

Pharmaceutical Chemistry
CA U. Cal. San Francisco Med. Ctr.
IL U. of Ill. Med. Ctr. Chicago
MN U. of Minn. all campus
PA Temple U.

Physics
CA U. of Cal. Riverside
FL U. of Florida
IL Northwestern U.
IL U. of Chicago
MD U. of Maryland all campus
MA Boston College
NY Columbia U. Main Division
NY Cornell U. Main Campus
NY SUNY St. U. Stony Bk. Main campus
NY University of Rochester
PA U. of Pittsburgh - Main Campus

Geology
MA Harvard U.
MA U. of Mass. Amherst Campus
NY Columbia U. Main Campus
NY Syracuse U.
VA Va. Poly. Inst. & State U.

Geophysics
IL U. of Chicago

Oceanography
CA U. of Cal. San Diego
FL Florida State U.
VA C. William & Mary Main Campus

Earth Sciences, all other fields
MD Johns Hopkins U.
MI U. of Minn. all campus

Physical Sciences, all other fields
CT U. of Conn. Main Campus
OH Ohio S[illegible]e U. Main Campus
WI U. o[illegible]sconsin Madison

General Psychology
CA U. of Cal. Berkeley
CA U. of Cal. Los Angeles
CO U. of Colo. all campus
GA Georgia State U.
IL Northwestern U.
IL U. of Chicago
MA Boston U.
MI U. of Mich. Main Campus
MN U. of Minn. all campus
NY CUNY Graduate Center
OH Ohio State U. Main Campus
PA U. of Pittsburgh Main Campus

Clinical Psychology
CT U. of Conn. Main Campus
FL U. of Florida
Il U. of Ill. Urbana Campus
NY Adelphi U.
NY Columbia U. Teachers College
NY Yeshiva U.
TX U. of Houston

Counseling & Guidance
CO Colorado State U.
IL George Williams College
MD U. of Maryland all campus
MA Boston U.
NY Columbia U. Teachers College

Rehabilitation Counselor Training
NY Columbia U. Teachers College
VA Virginia Commonwealth U.

Educational Psychology
MI U. Michigan Main Campus
PA Temple University
TX University of Houston

Psychology, all other fields
CA Stanford University
FL Florida State University
MI Wayne State University
MO St. Louis U. Main Campus
NY Columbia U. Teachers College
PA Temple U.
TN U. of Tenn. Knoxville
WI U. of Wisconsin Madison

Religious Education, Bible
CA Graduate Theol. Union
DC Catholic U. of America
KY Southern Baptist Theol. Sem.
NJ Princeton Theological Sem.
TX Southwestern Bapt. Theol. Sem.
VA Presby. Sch. of Christian Ed.

Theology
CA Graduate Theol. Sem.
IL Northwestern U.
IN U. of Notre Dame
IA Aquinas Inst. Sch. of Theol.
MA Boston U.
NY Union Theological Sem.
WI Marquette U.

Religion, Liberal Arts Curriculum
CT Yale U.
FL Florida State U.
Il U. of Chicago
MA Andover Newton Theol. Sch.
NY Columbia U. Main Campus
PA Temple U.

Religion, all other fields
LA New Orleans Bapt. Theol. Sem.
MA Harvard U.
TN Scarritt College

Social Sciencies, General
FL Florida State U.
IL U. of Chicago
MD Johns Hopkins U.
MA Boston U.
NY Syracuse U.

American Studies, Civilization, Culture
CT Yale U.
MI U. Mich. Main Campus
MN U. Minn. all campus
PA U. of Penn.
TX U. of Texas at Austin

Anthropology
CA U. of Cal. Berkeley
CA U. of Cal. Los Angeles
CO U. of Colo. all campus
IL Northwestern U.
IN Indiana U. Bloomington
MA Harvard U.
MI U. of Mich. Main Campus
NY Columbia U. Main Campus
NY Cornell U. Main Campus
NY Syracuse U.
PA U. of Penn.
PA U. of Pittsburgh Main Campus

Area or Regional Studies
DC Howard U.
HI U. of Hawaii Main Campus
MA Brandeis U.
MA Harvard U.
PA U. of Penn.
TX U. of Texas at Austin

Economics
CA U. of Cal. Los Angeles
FL Florida State U.
IL Northwestern U.
MA Harvard U.
MI U. of Michigan Main Campus
NY Cornell U. Main Campus
PA U. of Penn.
WI U. of Wisconsin

History
AZ Arizona State U.
CA Stanford U.
CA U. of Cal. Berkeley
CA U. of Cal. Los Angeles
CO U. of Colo. all campus
CT U. of Conn. Main campus
CT Yale U.
DE U. of Deleware
DC Georgetown U.
DC Howard U.
IL Northwestern U.
IL U. of Chicago
IN Indiana U. Bloomington
IA U. of Iowa
MD U. of Maryland all campus
MA Brandeis U.
MI U. of Mich. Main campus
MN U. Minn. all campus
MO U. of Mo. Columbia
NJ Rutgers U. New Brunswick
NY Columbia U. Main Division
NY Cornell U. Main Campus
NY CUNY Graduate Center
NY SUNY St. U. Stony Bk.
NC U. of N.C. Charlotte (cont.)
OH Ohio State U. Main campus
OK U. of Okla. Main Campus
PA Temple U.
TN Vanderbilt U.
TX Rice U.
VA U. of Va. Main Campus
WI U. of Wisc. Madison

Internal Relations
MD Johns Hopkins U.
NY Columbia U. Main Div.

Political Science
CA U. of Cal. Berkeley
CA U. of Cal. Los Angeles
IL U. of Chicago
IN Indiana U. Bloomington
MA Harvard U.
MA Mass. Insti. Techn.
MI U. of Mich. main campus
NJ Princeton U.
NY Columbia U. main campus
PA Temple U.
TX U. of Texas - Austin
WI U. of Wisconsin - Madison

Sociology
CA U. of Cal. Berkeley
CA U. of Cal. Los Angeles
CO U. of Colo. all campus
CT Yale U.
FL Florida U.
IL Northwestern U.
IL U. of Chicago
MD U. of Maryland all campus
MA Boston U.
MA Brandeis U.
MI U. of Mich. main campus
MI Wayne State U.
MN U. of Minn. all campus
NJ Rutgers U. New Brunswick
NY Columbia U. Main Campus
NY CUNY Graduate Center
NC Duke U.
NC U. of N.C. Chapel Hill
OH Case Western Reserve
OH Ohio State U.
PA Temple U.
PA U. of Penn.
TN U. of Tenn. Knoxville
TX U. of Texas Austin
WI U. of Wisc. Madison

Basic Social Sciences, all other Fields
OR Portland State U.

Industrial Relations
CA U. of Southern Cal.
MA Harvard U.
MN U. of Minn. all campus
NY Syracuse U.

Social Work, Social Administration
CA U. of Southern Cal.
CO U. of Denver
CT U. of Conn.
FL Florida State U.
IL U. of Chicago
LA La. State U. - Baton Rouge
MD U. of Maryland - all campus
MA Boston U.
MI U. Mich. Main Campus
MI Wayne State U.
NJ Rutgers U. New Brunswick
NY Columbia U. Main Campus
NY New York U.
PA U. of Penn.
PA U. of Pittsburgh Main Campus
TN U. of Tenn. Knoxville
WI U. of Wisconsin Madison
WI U. of Wisconsin Milwaukee

Social Sciences, all other fields
CA U.S. International U.
FL Florida State U.
IL U. of Chicago
KY U. of Louisville
NJ Princeton U.
PA Duquesne U.
WI U. of Wisconsin Madison

Arts, General Program
FL Florida State U.
IL U. of Chicago
NY Syracuse U.
OR Oregon State U.

Arts & Sciences, General Program
HI U. of Hawaii Main Campus
MN U. of Minn. all campus
NY Columbia U. Teachers College

Interarea Fields of Study
CA Cal State C. Dominguez Hls.
GA Georgia State U.
MA Harvard U.
OR U. of Oregon Main Campus
PA Bryn Mawr College
PA Temple U.
PA U. of Penn.
WI U. of Wisconsin Milwaukee

All other fields of Study
IL U. of Chicago
IN Indiana U. Bloomington
MI U. Mich. Main Campus
PA U. of Penn.

Dentistry (D.D.S. or D.M.D.)
DC Howard U.
MN U. of Minn. all campus
NB U. of Nebraska
PA U. of Penn.
TN Meharry Medical College
PR U. of Pr. San Juan

Medicine
CA U. Cal. San Frisco Medl. Ctr.
IL U. of Ill. Medl. Ctr. Chicago
MI U. of Mich. Main Campus
MN U. of Minn. all campus
NY New York U.
NY SUNY Downstate Medl. Ctr.
PA The Medl. College of Pa.
TX U. Tex. Medl. Br. Galveston
PR U. of PR San Juan

Optometry
CA U. of Cal Berkeley
PA Pa. College of Optometry

Osteopathy
IL Chicago C. Osteopathic Med.
MO Kansas City C. Osteopathy
PA Phila. College Osteo. Med.

Veterinary Medicine (D.V.M.)
CA U. of Cal. Davis
IN Purdue U. Main Campus
IA Iowa State U. Sci. & Techn.
MI Mich. State U.
PA U. of Penn.

Law (LLB or JD)
CA U. of Cal. Berkeley
CA U. of Cal. Hastings C. Law
CT Yale U.
DC Georgetown U.
IL U. of Chicago
MA Boston U.
MI U. Mich. Main Campus
NY Columbia U. Main Div.
NY New York U.
TX U. of Texas at Austin

Theology

CT Yale U.
IL Chicago Theol. Sem.
IL Garrett Biblical College
KY Southern Bapt. Theol. Sem.
NJ Princeton Theol. Sem.
NC Duke U.
NC Southeastern Bapt. Theol. Sem.

WOMEN'S CAUCUSES, COMMITTEES & PROFESSIONAL ASSOCIATIONS

AMERICAN ANTHROPOLOGICAL ASSOCIATION (AAA)
Committee on the Status of Women in Anthropology
Chairperson: Prof. Shirley Gorenstein
Dept. of Anthropology
Columbia University, New York, NY 10027

AMERICAN ASSOCIATION FOR THE ADVANCEMENT OF SCIENCE
Women's Caucus of the A.A.A.S.
Chairperson: Ms. Virginia Walbot
Dept. of Biology
Yale University, New Haven, Conn. 06520

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS (AAUP)
Committee on the Status of Women in the Profession
Chairperson: Dr. Alice S. Rossi
Dept. of Sociology
Goucher College, Towson, MD 21204
AAUP Contact: Mrs. Margaret Rumbarger
Associate Secretary, AAUP
One Dupont Circle, Washington, DC 20036

AMERICAN ASSOCIATION OF UNIVERSITY WOMEN (AAUW)
Dr. Ruth Oltman
Staff Associate - Higher Education
2401 Virginia Avenue, N.W.
Washington, DC 20037

AMERICAN CHEMICAL SOCIETY (ACS)
Women's Service Committee
Chairperson: Mrs. Helen Free
Ames Co., Elkhart, IN 46514

AMERICAN COLLEGE PERSONNEL ASSOCIATION (ACPA)
Women's Service Committee
Chairperson: Dr. Jane E. McCormick
Penn. State University
University Park, Pa. 16802

AMERICAN HISTORICAL ASSOCIATION (AHA)

a. Committee on Women Historians
Chairperson: Prof. Patricia A. Graham
Barnard College
New York, New York 10029

b. Coordinating Committee on Women in the Historical Profession (CCWHP)
Chairperson: Dean Adele Simmons
Jackson College Tuffs. University
Medford, Mass. 02155
Dr. Sandi Cooper
Richmond College
Staten Island, NY

AMERICAN LIBRARY ASSOCIATION (ALA)
Social Responsibilities Round Table (SSRT)
Task Force on the Status of Women
Co-Chairperson: Ms. Michelle Rudy
1403 Legore Lane
Manhattan, Kansas 66502

AMERICAN MATHEMATICAL SOCIETY (AMA)
ASSOCIATION FOR WOMEN IN MATHEMATICS (AWM) (independent group)
Chairperson: Prof. Mary Gray, Dept. of Mathematics
The American University
Washington, DC 20016

AMERICAN POLITICAL SCIENCE ASSOCIATION (APSA)

a. Committee on the Status of Women in the Profession
Chairperson: Dr. Josephine E. Milburn
U. of Rhode Island, Kingston, RI 02881

b. Women's Caucus for Political Science (WCPS)
Chairperson: Dr. Evelyn P. Stevens
14609 S. Woodland Road
Shaker Heights, Ohio 44120
Mail to: WCPS
Box 9099, Pittsburgh, PA 15224

AMERICAN PSYCHOLOGICAL ASSOCIATION (APA)

a. Task Force on the Status of Women in Psychology
Chairperson: Dr. Helen Astin, Director of Research
University Research Corp.
4301 Connecticut Ave., N.W.
Washington, DC 20008
(Staff Liaison: Dr. Tena Cummings
APA, 1200 - 17th St., N.W., Washington, DC 20036)

b. Association for Women in Psychology (AWP is an independent group, initially a caucus within APA)
Policy Council to be announced
Editor: Dr. Leigh Marlowe
Manhatten Community College
180 West End Avenue, New York, NY 10023
Public Relations: Dr. Jo Ann Evans Gardner
726 St. James Street
Pittsburgh, PA 15232

AMERICAN SOCIETY FOR MICROBIOLOGY
Committee on the Status of Women
Chairperson: Dr. Mary Louise Robbins
The George Washington University
Washington, DC 20006

AMERICAN SOCIETY FOR PUBLIC ADMINISTRATION
Women's Caucus
Chairperson: Mrs. Joan Fiss Bishop
Director of Career Services
Wellesley College
Wellesley, MA 02181

AMERICAN SOCIOLOGICAL ASSOCIATION (ASA)

a. Ad Hoc Committee on the Status of Women in Sociology
Chairperson: Dr. Elise Boulding
Behavioral Science Institute
U. of Colorado, Boulder, CO 80302

AMERICAN SOCIOLOGICAL ASSOCIATION (ASA) cont.

b. Sociologist for Women in Society (independent group - formerly caucus)
Chairperson: Dr. Alice Rossi
Dept. of Sociology
Goucher College, Towson, MD 21204

AMERICAN SOCIETY OF TRAINING AND DEVELOPMENT (ASTD)

Women's Caucus, ASTD
Chairperson: Dr. Shirley McCune
Center for Human Relations
NEA, 1601 16th St., N.W.
Washington, DC 20036

AMERICAN SPEECH AND HEARING ASSOCIATION (ASHA)

a. Subcommittee on the Status of Women
Chairperson: Mrs. Dorothy K. Marge
8011 Longbrook Road
Springfield, VA 22152

b. Caucus of Status of Women in ASHA (same as above)

ASSOCIATION OF AMERICAN LAW SCHOOLS (AALS)

Women in the Legal Profession
Chairperson: Prof. Ruth B. Ginsburg
School of Law, Rutgers University
Newark, New Jersey

ASSOCIATION OF ASIAN STUDIES

Committee on the Status of Women
Chairperson: Prof. Joyce K. Kallgren
Center for Chinese Studies
28 Hillcrest Road
Berkeley, CA 94705

ASSOCIATION OF WOMEN IN SCIENCE

Co-Presidents: Dr. Judith G. Pool
Stanford Medical School
Stanford, CA 94305
Dr. Neena B. Schwartz
Dept. of Psychiatry, College of Medicine
U. of Illinois at the Medical Center
P.O. Box 6998, Chicago, IL 60680

ASSOCIATION FOR WOMEN IN MATHEMATICS (AWM) (independent group)

Chairperson: Prof. Mary Gray
The American University
Washington, DC 20016

GRADUATE WOMEN IN SCIENCE
President: Dr. Hazel Metz Fox
1231 N. 38th Street
Lincoln, NE 68503

MODERN LANGUAGE ASSOCIATION (MLA)
a. MLA Commission on the Status of Women in the Profession
Chairperson: Dr. Carol Ohmann
Wesleyan University
Middletown, Conn. 06457
b. Women's Caucus of the MLA
Chairperson: Prof. Verna Wittrock
Dept. of English
Eastern Illinois U.
Charleston, IL 61920

NATIONAL COUNCIL ON FAMILY RELATIONS (NCFR)
Task Force on Women's Rights and Responsibilities
Chairperson: Dr. Rose Somerville
Sociology Dept.
San Diego State College, San Diego, CA 92115

NATIONAL EDUCATION ASSOCIATION
Women's Caucus
Chairperson: Mrs. Helen Bain
NEA, 1201 - 16th St., Washington, DC 20036

NATIONAL VOCATIONAL GUIDANCE ASSOCIATION (NVGA)
NVGA Commission on the Occupational Status of Women
Chairperson: Mrs. Thelma C. Lennon, Director
Pupil Personnel Services, Dept. of Public Instruction
Raleigh, NC 27602

NEW WOMEN LAWYERS
36 West 44th Street
Room 509
New York, New York 10036

PHILOSOPHY OF EDUCATION SOCIETY
a. Women's Caucus
Chairperson: Dr. Elizabeth Steiner Maccia
Dept. of History & Philosophy of Education
Indiana University, Bloomington, IN 47401
b. Committee on the Status of Women (same as above)

POPULATION ASSOCIATION OF AMERICA
Women's Caucus
Chairperson: Prof. Ruth B. Dixon
Dept. of Sociology
University of California, Davis, CA 95616

PROFESSIONAL WOMEN'S CAUCUS (PWC)
P.O. Box 1057, Radio City Station, New York, NY 10019
President: Sheila Tobias, Ass. Provost
Wesleyan U., Middletown, CT 06457

SOCIETY FOR CELL BIOLOGY
Women in Cell Biology
Chairperson: Ms. Virginia Walbot
Dept. of Biology
Yale University, New Haven, CT 06520

UNITED PRESBYTERIAN CHURCH IN THE USA
Task Force on Women
Co-Chairpersons: Patricia Doyle and Elaine Homrighouse
Board of Christian Education
United Presbyterian Church, Witherspoon Bldg.
Philadelphia, PA 19107

WOMEN'S ACTION ALLIANCE, INC.
200 Park Avenue, Room 1520
New York, New York 10017
Coord. Director: Ms. Brenda Feigen Fasteau

Main Source: American Association of University Women

RECRUITING MINORITY FACULTY

Three kinds of information which may be useful as "leads" to locating minority group members for faculty positions are presented in this section: graduate school enrollments of Negroes and other minorities, predominantly Black colleges and universities, and some national minority group organizations.

The first table, Graduate School Enrollments of Negroes and Other Minorities, was compiled from information collected by the Office for Civil Rights of the Department of Health, Education, and Welfare and printed in The Chronical of Higher Education, April 12, 1971. Statistics on the ethnic composition of full-time graduate and professional enrollments at 715 institutions were derived from unedited 1970 compliance reports and are subject to correction. The category "Other Minorities" includes American Indians, Orientals, and Spanish-surnamed Americans. Only those institutions having enrollments of 50 or more Negro or other minority group graduate students are included in the list printed here. Frequently, but not always, institutions having enough students in one category to be included in this list also had a considerable number of students in the other category, although that number may not have been 50+ and thus does not show on the chart.

The second table in this section, Predominantly Black Colleges and Universities, was compiled from the Directory of Traditionally Black Colleges and Universities in the United States and Predominantly Black Institutions.

The national minority group organizations included in this section are not intended to be a complete listing. The few organizations listed were selected as contact organizations to write for further information.

Graduate School Enrollments of Negroes and Other Minorities

STATE AND SCHOOL	NEGRO	OTHER MINORITIES
ALABAMA		
Alabama A & M U	344	
Alabama St U	213	
Tuskegee Inst	152	
U of Alabama, Birmingham	158	
ARIZONA		
Arizona St U		56
U of Arizona		61
ARKANSAS		
U. of Arkansas		75
CALIFORNIA		
Calf. State College		
Long Beach		84
Los Angeles	103	227
Chico St Coll		50
Fresno St Coll		143
Loma Linda		73
Loyola U. of La	69	128
Sacremento St Coll		79
San Diego St Coll	52	79
San Fernando Valley St Coll		53
San Francisco St Coll	78	293
San Jose St Coll		
Stanford U	140	148
U. of Calf. Berkeley	372	475
Davis	63	221
Los Angeles	435	700
Riverside		85
San Diego		97
San Francisco	95	273
Santa Barbara		95
U. of Santa Clara		105
U. of S. Calf.	158	447
COLORADO		
Boulder	96	185
U. of Denver		56
CONNECTICUT		
U. of Conn. Storrs		88
U. of Hartford	78	
Yale U.	191	50

DISTRICT OF COLUMBIA		
American U.	74	
Catholic U.	146	87
George Washington	116	98
Georgetown U.	67	
Howard U.	1814	
FLORIDA		
Florida A & M U.	63	
Florida St. U.	105	58
U. of Florida	74	330
U. of Miami	56	94
U. of S. Florida		55
GEORGIA		
Atlanta U.	484	
Emory U.	53	
Fort Valley St. Coll	157	
Georgia St. U.	168	
Savannah St. Coll	52	
U. of Georgia	93	151
ILLINOIS		
De Paul U.	144	
Illinois Inst. of Tech.	51	
Northwestern U.	151	67
Southern Ill. U. Carbondale	151	155
U. of Chicago	302	167
U. of Illinois, Urbana-Champaign	308	152
INDIANA		
Indiana U., Bloomington	170	84
" " Indianapolis	66	
Purdue U., Lafayette	53	
IOWA		
U. of Iowa	51	
KANSAS		
U. of Kansas	127	141
LOUISANNA		
LSU, Baton Rouge	56	
Tulane U. of La.	62	96
MARYLAND		
Coppin St. Coll	92	
Johns Hopkins	58	
Morgan St. Coll	54	
U. of Maryland, Baltimore	127	
College Park	176	284

MASSACHUSETTS		
Boston College	66	
Boston U.	136	62
Harvard U.	455	198
MICHIGAN		
Michigan St. U.	241	372
U. of Detroit	57	
U. of Michigan, Ann Arbor	534	104
U. of Michigan, Wayne St. U.	747	71
MINNESOTA		
U. of Minn., Minneapolis	209	253
MISSISSIPPI		
Jackson St. Coll	295	
U. of Miss.	80	
MISSOURI		
St. Louis U.	83	
U. of Mo., Columbia	50	97
U. of Mo., Kansas City	51	
Washington U.	181	52
NEW JERSEY		
Princeton U.	51	
NEW MEXICO		
U. of New Mexico	157	
NEW YORK		
Columbia U.	320	301
Teachers College	152	90
Fordham U.	117	84
New York U.	271	128
St. Johns U., Jamaica	62	67
St. U. of N.Y., Buffalo	180	72
Stony Brook		216
NORTH CAROLINA		
N.C. Central U.	166	
U. of N.C. Chapil Hill	144	
OHIO		
Case Western Reserve	252	239
Cleveland St. U.	80	
Hiram College	55	
Kent St. U.	83	77
Ohio St. U. Columbus	229	132
U. of Cincinnati	91	
U. of Toledo		

OKLAHOMA		
Oklahoma St. U.		187
OREGON		
Oregon St. U.		51
Portland St. U.		96
PENNSYLVANIA		
Carnegia-Mellon U.		109
Penn. St. U. University Park		51
U. of Penn.	153	221
RHODE ISLAND		
Brown University	50	
TENNESSEE		
Meharry Med. Coll.	403	
Tenn. St. U.	134	
U. of Tenn., Knoxville	76	97
TEXAS		
Prairie View A & M C.	89	
St. Mary's U.		89
Texas A & M U.		117
Texas Southern U.	84	
U. of Houston		152
U. of Texas, Austin		130
U. of Texas, El Paso		88
VIRGINIA		
U. of Virginia, Charlottesville	67	
Va. Commonwealth U.	55	
Va. St. College	78	
WASHINGTON		
U. of Washington	76	102
WEST VIRGINIA		
West Virginia University		71
WISCONSIN		
U. of Wisconsin, Madison	228	183
U. of Wisconsin, Milwaukee	61	

Sources: Office for Civil Rights and The Chronical of Higher Education, April 12, 1971.

PREDOMINANTLY BLACK COLLEGES & UNIVERSITIES

	CITY	ZIP
ALABAMA		
Alabama Agri. & Mech. U.	Normal	35762
Alabama State University	Montgomery	36101
Miles College	Birmingham	35208
Oakwood College	Huntsville	35806
Stillman College	Tuscaloosa	35401
Talladega College	Talladega	35160
Tuskegee Institute	Tuskegee	36088
ARKANSAS		
Arkansas A., M. & N. College	Pine Bluff	71601
Arkansas Baptist College	Little Rock	72202
Philander Smith College	Little Rock	72203
DELAWARE		
Delaware State College	Dover	19901
DISTRICT OF COLUMBIA		
District of Columbia Teachers C.	Washington	20009
Federal City College	Washington	20001
Howard University	Washington	20001
FLORIDA		
Bethune-Cookman College	Daytona Beach	32015
Edward Waters College	Jacksonville	32209
Florida A. & M. University	Tallahassee	32307
Florida Memorial College	Miami	33054
GEORGIA		
Albany State College	Albany	31750
Atlanta University	Atlanta	30314
Clark College	Atlanta	30314
Fort Valley State College	Fort Valley	31030
Morehouse College	Atlanta	30314
Morris Brown College	Atlanta	30314
Paine College	Augusta	30901
Savannah State College	Savannah	31404
Spelman College	Atlanta	30314
KENTUCKY		
Kentucky State College	Frankfort	40601
Simmons University	Louisville	40210

	CITY	ZIP
LOUISIANA		
Dillard University	New Orleans	70122
Grambling College	Grambling	71245
Southern University	Baton Rouge	70813
Southern University in New Orleans	New Orleans	70126
Xavier University of Louisiana	New Orleans	70125
MARYLAND		
Bowie State College	Bowie	20715
Coppin State College	Baltimore	21216
Maryland State College	Princess Anne	21853
Morgan State College	Baltimore	21212
University of Maryland, E. Shore	Princess Anne	21853
MISSISSIPPI		
Alcorn A. & M. College	Alcorn	39096
Jackson State College	Jackson	39217
Mississippi Industrial College	Holly Springs	38635
Mississippi Valley State College	Itta Bena	38941
Rust College	Holly Springs	38635
Tougaloo College	Tougaloo	39174
MISSOURI		
Lincoln University	Jefferson City	65101
NORTH CAROLINA		
Barber-Scotia College	Concord	28025
Bennett College	Greensboro	27420
Elizabeth City State University	Elizabeth City	27909
Fayetteville State University	Fayetteville	28301
Johnson C. Smith University	Charlotte	28216
Livingstone College	Salisbury	28144
North Carolina A. & T. State U.	Greensboro	27411
North Carolina Central University	Durham	27707
Saint Augustine's College	Raleigh	27602
Shaw University	Raleigh	27602
Winston-Salem State	Winston-Salem	27102
OHIO		
Central State University	Wilberforce	45384
Wilberforce University	Wilberforce	45384
OKLAHOMA		
Langston University	Langston	73050
PENNSYLVANIA		
Cheyney State College	Cheyney	19319
Lincoln University	Lincoln	19352

SOUTH CAROLINA	CITY	ZIP
Allen University	Columbia	29204
Benedict College	Columbia	29204
Claflin College	Orangeburg	29115
Morris College	Sumter	29150
South Carolina State College	Orangeburg	29115
Voorhees College	Denmark	29042
TENNESSEE		
Fisk University	Nashville	37203
Knoxville College	Knoxville	38301
Lane College	Jackson	38301
LeMoyne-Owen College	Memphis	38126
Meharry Medical College	Nashville	37208
Tennessee State University	Nashville	37203
TEXAS		
Bishop College	Dallas	75241
Huston-Tillotson College	Austin	78702
Jarvis Christian College	Hawkins	75765
Paul Quinn College	Waco	76704
Prairie View A. & M. College	Prairie View	77445
Texas College	Tyler	75701
Texas Southern University	Houston	77004
Wiley College	Marshall	75670
VIRGINIA		
Hampton Institute	Hampton	23368
Norfolk State College	Norfolk	23504
Saint Paul's College	Lawrenceville	23868
Virginia College	Lynchburg	24504
Virginia Seminary & College	Lynchburg	24501
Virginia State College	Petersburg	23803
Virginia Union University	Richmond	23220
WEST VIRGINIA		
West Virginia State College	Institute	25112

Compiled from Directory of Traditionally Black Colleges and Universities in the United States, 1971, published by Ford Motor Company and U.S. Plywood - Champion Papers Inc. in association with the Office for Advancement of Public Negro Colleges and the United Negro College Fund, Inc.; and Predominantly Black Institutions, 1971, published by the National Alliance of Businessmen.

Some National Minority Group Organizations

Americans for Indian Opportunity (AIO)
Ms. LaDonna Harris
McLean, Virginia

Bureau of Indian Affairs
1951 Constitution Avenue
Washington, D.C.

Cabinet Committee on Opportunity for the Spanish Speaking
(Formerly Inter Agency Committee on Mexican American Affairs)
1800 G. Street, Northwest
Washington, D.C. 20506

National Council for Indian Opportunity
7226 Jackson Place, N.W.
Washington, D.C. 20506

National Urban League
Chicago Urban Corporation
121 North LaSalle Street
Chicago, Illinois 60602

Office for Advancement of Public Negro Colleges
805 Peachtree Street, N.E.
Atlanta, Georgia 30308

Office of Civil Rights
Dept. of Health, Education and Welfare
330 Independence Avenue, S.W.
Washington, D.C. 20202

PEO - International Peace Scholarship Funds (National Oriental Organization)
Mrs. Rachael Smith
Chairperson - Board of Trustees
3245 Meccarroll
Baton Rouge, Louisiana 70809